



HUMAN RIGHTS POLICY

Harris H&S Ltd.

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PROFESSIONALS

Harris H&S Ltd.

Introduction

At Harris H&S Ltd, we are committed to upholding and promoting human rights in all aspects of our operations. We recognise the importance of adhering to international standards that safeguard the rights and dignity of individuals. This Human Rights Policy outlines our commitment to key principles, including freedom of association, collective bargaining, prevention of harsh disciplinary measures, non-engagement in forced labour, prevention of discrimination, responsible supply chain management, and the eradication of modern slavery and child labour.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Harris H&S Ltd respects the right of employees to freedom of association and collective bargaining. Employees are free to join or form associations, including labour unions, without fear of retaliation or discrimination. We are committed to engaging in constructive and transparent collective bargaining processes to reach mutually beneficial agreements.

PREVENTION OF HARSH DISCIPLINARY MEASURES

We prohibit the use of harsh disciplinary measures based on physical punishment, forced labor, verbal abuse, or unfair salary reductions. Disciplinary actions will be proportionate, consistent with applicable laws, and in line with international human rights standards.

NON-ENGAGEMENT IN FORCED LABOR

Harris H&S Ltd strictly prohibits forced labor in all its forms. All employment is voluntary, and workers are free to terminate their employment with reasonable notice. We do not tolerate any form of coercion, deception, or restriction of personal freedom.

PREVENTION OF DISCRIMINATION

We are committed to creating a workplace free from discrimination. Harris H&S Ltd does not tolerate discrimination based on gender, religion, race, ethnicity, age, disability, sexual orientation, or any other protected characteristic. Employment decisions are made based on merit, qualifications, and job requirements.

SUPPLY CHAIN CONTROL: LABOUR PRACTICE AND HUMAN RIGHTS

Harris H&S Ltd recognises the importance of responsible supply chain management. We engage with suppliers who share our commitment to ethical labor practices and human rights. We implement due diligence and risk assessment programs to identify and address human rights risks in the recruitment process within our supply chain.

MODERN SLAVERY AND CHILD LABOUR

a. Labour Policies to Prevent Modern Slavery

Harris H&S Ltd has robust policies in place to prevent modern slavery in all its forms. We expect our employees and suppliers to comply with these policies.

b. Requirements Towards Suppliers

Our suppliers are required to adhere to our policies and actively work to prevent forced labor and modern slavery within their own operations. We conduct regular assessments to ensure compliance.

c. Internal Guidelines on Minimum Age

We adhere to local legislation and International Labour Organization (ILO) standards regarding the minimum age of employees. Internal guidelines ensure strict compliance with these regulations.

CONCLUSION

This Human Rights Policy reflects Harris H&S Ltd's commitment to promoting and protecting human rights. We strive to create a workplace and supply chain that respects the dignity, well-being, and rights of every individual.

Signed:  - Jonathan Harris (Director)

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